



# Virginia Conservation Police

## 2018 ANNUAL REPORT

CONSERVE

• CONNECT

• PROTECT



Virginia Department of  
Game and Inland  
Fisheries - Virginia  
Conservation Police lip  
sync challenge

Facebook - Jul 27, 2018

*Over 3 million views!*

Virginia Department of Game and Inland Fisheries  
Law Enforcement Division  
7870 Villa Park Drive, Suite 400  
Henrico VA 23228







Acting Executive Director  
Gary F. Martel

## Message from the Director

As the Acting Executive Director, of less than 60 days, I am excited for the opportunity to write an opening message in the “Virginia Conservation Police” Annual Report.

I have a long history of working alongside the Law Enforcement Division and with the recent retirements of Officers Skinner and Martin (47 years), I can say that I was with the Department when all of our officers started. We have made great strides forward in the past couple of years in many areas. Compensation, classification and work schedules have been areas of primary attention, and it has been a pleasure to work with Majors Naff and Young as well as our HR Division on improvements in these areas.

I want to personally thank our senior (as in service years) officers for hanging in through some difficult times of staffing shortages and conditions, as well as those officers that returned to service at DGIF. We have slowed the attrition rate and improved morale across the Division. Finally, big congratulations to the 10th Basic Law Enforcement Academy Class.

We have accomplished much in the past year. Today, I learned that we have graduated our next two canines along with their CPO Handlers. The Department has renewed its commitment to the canine program for the future. We have a combined dispatch staffing that now includes DCR’s Parks Staff and provides an improved 24/7 response to our sister agency.

Law continues to be in the forefront of Education and Outreach efforts. The lip sync CPO video is near 3.5 million views on Facebook alone! The number of individuals reached by our Law staff through events, contacts and educational outreach numbers are annually in the tens of thousands.

It is no surprise that our Board of Directors, agency partners and citizens of the Commonwealth strongly support our law enforcement division. The following report contains a wealth of data and information of the accomplishments and activities of the Law Enforcement Division, but only scratches the surface of the services performed for the Commonwealth and our constituents.



## Message from the Majors

It seems each year brings its own list of accomplishments and notable changes for the Law Enforcement Division, and 2018 seemed to keep pace with that trend. At one point in time we would have been very comfortable with the status quo and progress would have come very slowly. However, times are changing, and to keep up with the shifting demands of the agency's broadening constituency and varying new challenges, the pace of change has significantly increased throughout the division.



Major Scott Naff  
Assistant Chief, Operations

Major Bryan Young  
Assistant Chief, Administration

The division kicked off one of its most notable progressive changes in May 2018, as nearly the entire division gathered together in downtown Richmond at the Pocahontas Building for Professional Standards training. This significant undertaking took the division's commitment to professionalism to a new high. Expectations and new, clearer processes were set into motion to help ensure the division provides the best customer service possible, and recognizes employees for putting their best foot forward to advance the division's improved standards. As a result of this effort, a process was put in place to gain a more accurate indicator of the positive interactions our CPOs have with the public. The online Citizen Feedback system went live at the conclusion of the meeting and had received 63 positive

commendations on our CPOs by the year's end. These were commendations that in years' past would have never been identified or collected. This process sets into motion a method for us to accurately message the positive aspects of our officers to agency administration, elected officials, our constituents and the public.



One of the biggest accomplishments of 2018 included the graduation of the 10th Basic and Modified Law Enforcement Academies. These 23 recruits made up one of the most unique and professionally diverse groups

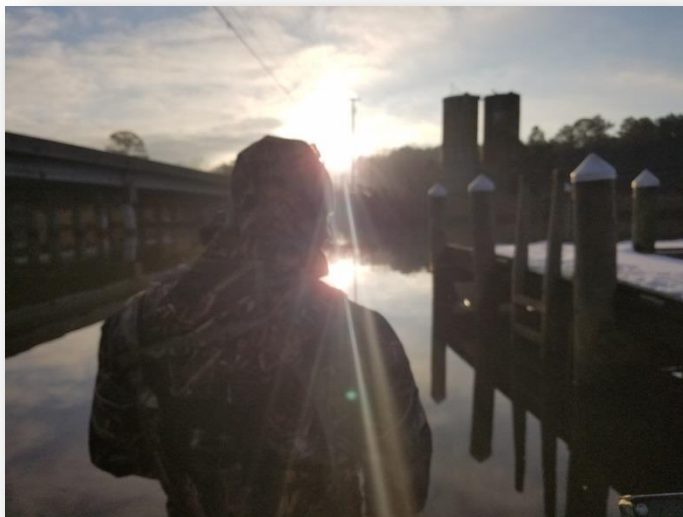
of recruits we have ever seen at DGIF. Ranging in age from 21 to 62, each of these individuals brought a variety of life and professional experiences to the division. Opportunities were seized to share those experiences with one another to build a highly successful and progressive graduating class. We continue to look forward to realizing how these new CPOs will impact our division as we move it ahead.

The Division continues to find ways to tell its story and reach its new constituents. The most successful outreach and public relations event in 2018 was the “Virginia Conservation Police lip sync challenge”. Initiated by the division’s own staff, CPOs teamed with the department’s media specialists to create the most far-reaching and popular social media piece the agency has ever developed. With nearly 4 million views and almost 100,000 shares on Facebook, this video not only gave a great picture of what functions our officers perform daily, but shared the lighter, humorous, and human side of the staff as well. This production took the profession of Conservation Law Enforcement into the homes of many individuals, who neither knew about the profession, nor had intimate knowledge of the agency. While not intending to do so, the event has proven to be one of the greatest recruiting tools the division could ever develop.



None of us knows exactly what the future holds for Conservation Law Enforcement in Virginia, or across the country, but a few things are certain for sure. Of these certainties is the importance of kindling new relationships across agency lines and bringing our operations in line with what a new constituency expects and deserves. Another is that technology will continue to change, improve and develop at a speed that will force us to take a hard look at how we have traditionally done things and evaluate new

ways that we can do our jobs faster, better, and more efficient. And lastly, we know that no matter the advancements in technology or the new processes that we develop, our success will depend solely on the highly professional and valued staff that we are fortunate to have and call our own!



Thank you for your continued support of our officers and support staff. We look forward to 2019 and the challenges, opportunities and successes that we know it will bring.



<b>MESSAGE FROM THE DIRECTOR.....</b>	<b>1</b>
<b>MESSAGE FROM THE MAJORS .....</b>	<b>2</b>
<b>1.0 MISSION SUMMARY .....</b>	<b>5</b>
<b>2.0 ADMINISTRATIVE .....</b>	<b>7</b>
2.1 STAFFING .....	7
2.2 BUDGET.....	8
2.3 OFFICER SAFETY .....	8
2.4 JOINT EFFORT BY CONSERVATION AGENCIES .....	9
<b>3.0 OFFICE OF PROFESSIONAL STANDARDS .....</b>	<b>10</b>
3.1 RECRUITMENT .....	14
3.2 BASIC AND MODIFIED ACADEMY .....	15
3.3 OFFICER IN-SERVICE TRAINING.....	17
<b>4.0 LAW SUPPORT SERVICES .....</b>	<b>18</b>
4.1 COMMUNICATIONS CENTER.....	18
4.2 RECORDS PROGRAM .....	20
4.2.1 Records Management System (RMS) .....	20
4.2.2 Wildlife and Boat Revocations .....	26
4.2.3 Law Enforcement Information Exchange (LinX) .....	27
4.3 INFORMATION TECHNOLOGY (IT) .....	28
4.4 FLEET AND ASSET MANAGEMENT .....	29
<b>5.0 SPECIALTY TEAMS .....</b>	<b>31</b>
5.1 K9 TEAM .....	31
5.2 BOAT FRAUD AND THEFT INVESTIGATIONS.....	33
5.3 TRACKING TEAM .....	33
5.4 HONOR GUARD.....	34
<b>6.0 OFFICER OUTREACH .....</b>	<b>36</b>
<b>7.0 AWARDS AND RECOGNITION .....</b>	<b>37</b>
7.1 NATIONAL WILDLIFE TURKEY FEDERATION OFFICER OF THE YEAR AWARD .....	37
7.2 OFFICER OF THE YEAR.....	38
7.3 NASBLA OFFICER OF THE YEAR .....	39
7.3 LOUISA COUNTY CRIME SOLVERS OFFICERS OF THE YEAR .....	40
7.4 YEARS OF SERVICE 2018.....	41
7.5 RETIREES .....	42





## List of Tables and Figures

Table 1: Law Enforcement Salaried (Full-time) Staffing from 2014 to 2018	7
Table 2: Dispatch Summary from 2014 to 2018	19
Table 3: Records Management System (RMS) Summary from 2014-2018	20
Figure 1: Arrest Charge Count by Major Category from 2014-2018	21
Table 4: RMS Arrest Charge Breakdown by Minor Category from 2014-2018	23
Table 5: Top 10 Arrest Charges Issued in 2018 by Conservation Police.	24
Table 6: DGIF Arrest Charge Summary by UCR Code from 2014-2018	25
Table 7: Revocations Entered into the Revocations Database from 2014 to 2018	27
Table 8: Number of DGIF Records Submitted to LInX from 2014 to 2018	28
Table 9: Summary for K-9 Activity from 2014 to 2018 (*separation of uses and patrols starting 2018)	32
Figure 2: Conservation Outreach Effort from 2014 to 2018	37
Figure 3: Years of Service as of December 31, 2018, for Law Enforcement Personnel in Five Year Increments	41







## 1.0 Mission Summary

The protection of Virginia's natural resources is one of the primary responsibilities of a Conservation Police Officer (CPO). As officers patrol the vast and diverse geographical expanses of the Commonwealth, they are ever-vigilant in enforcing the laws related to hunting, fishing, and boating; educating the public; and offering assistance in a wide variety of enforcement activities—all to promote a safe environment for citizens and visitors alike.

Conservation Police Officers are highly motivated, independent, and well-trained members of the law enforcement community. They are often called upon by other state and local enforcement agencies to assist with various enforcement endeavors, due in part to their ability to deal with a complex array of issues in an expedient and

professional manner. Whether working a youth fishing day, tracking a violent offender over rough terrain, or providing law enforcement services in the wake of a natural disaster, Conservation Police Officers are always ready and willing to serve.

The protection of Virginia's natural resources is a great undertaking as the Commonwealth is comprised of 95 counties along with 38 independent cities which total an area of 39,490 square miles. According to the US Census Bureau in 2018, Virginia was home to an estimated 8,517,685 citizens. The Commonwealth boasts a very diverse range of topography from the shores of the Coastal Plain, to the Piedmont region leading to the mountains of the Blue Ridge. For fishermen and boaters Virginia boasts 371 rivers and creeks and 27 major lakes which include 236 DGIF managed or owned boat ramps. And for the avid trout angler, Virginia contains over 2,900 miles of trout habitat which includes over 3,557 miles of wild trout streams and about 900 miles of water that has the potential to be stocked with trout. For the hunting enthusiasts, the Commonwealth has 27 state forests totaling over 68,626 acres managed by the Virginia Department of Forestry and 52 Wildlife Management Areas totaling over 211,871 acres managed by the Virginia Department of Game and Inland Fisheries (DGIF). DGIF's Conservation Police are assigned to counties that make up a total of 23 districts, which in turn are managed by four region offices.



## 2.0 Administrative

### 2.1 Staffing



At the close of 2018, the Law Enforcement Division had 169 Conservation Police Officers including 130 non-supervisory field officers, 26 Sergeants, 5 Lieutenants, 6 Captains and 2 Majors. All were fully certified officers through the Department of Criminal Justice Services, with the authority to enforce all of the laws of Virginia. As Deputy US Fish and Wildlife Special Agents, they may conduct investigations and cross state lines when violations of federal wildlife laws have been committed. The Law Enforcement Division is also supported by 17 full-time and 5 part-time civilian positions which include dispatchers, administrative assistants, asset managers, records, and IT staff. Table 1 looks at the number of full time sworn and support staff over the past five years.

**Table 1: Law Enforcement Salaried (Full-time) Staffing from 2014 to 2018**

Description	2014	2015	2016	2017	2018
<b>CPO (Recruit and non-supervisory)</b>	125	114	133	122	130
<b>SERGEANT</b>	24	24	24	17	26
<b>LIEUTENANT</b>	3	3	3	5	5
<b>CAPTAIN</b>	5	4	4	6	6
<b>MAJOR/LT. COLONEL/COLONEL</b>	1	1	2	2	2
<b>SWORN SUBTOTAL</b>	<b>158</b>	<b>146</b>	<b>166</b>	<b>152</b>	<b>169</b>
<b>DISPATCH</b>	8	8	8	8	9
<b>ADMIN/OFFICE</b>	8	7	8	8	7
<b>IT SUPPORT</b>	1	1	1	1	1
<b>SUPPORT SUBTOTAL</b>	<b>17</b>	<b>16</b>	<b>17</b>	<b>17</b>	<b>17</b>
<b>TOTAL SWORN/SUPPORT (FULL-TIME)</b>	<b>175</b>	<b>162</b>	<b>183</b>	<b>169</b>	<b>186</b>





## 2.2 Budget

For most of this annual report, discussions revolve around calendar year reporting, which is not the case with budgets. State budgets operate on a fiscal year schedule from July 1 to June 30. The following lists an overview of the Law Enforcement Division's budget for the past three fiscal years - FY19 (July 1, 2018 – June 30, 2019), FY18 (July 1, 2017 – June 30, 2018) and FY17 (July 1, 2016 – June 30, 2017):

Law Enforcement Budget	FY17	FY18	FY19
<b>Personnel Costs</b>	<b>\$15,499,000</b>	<b>\$16,403,892</b>	<b>\$16,239,511</b>
<b>Non-personnel Costs</b>	<b>\$4,180,000</b>	<b>\$4,344,628</b>	<b>\$3,844,072</b>
<i>Operations</i>	<i>\$3,847,700</i>	<i>\$4,017,128</i>	<i>\$3,343,808</i>
<i>Holiday &amp; Overtime</i>	<i>\$332,300</i>	<i>\$327,500</i>	<i>\$500,264</i>
<b>Total</b>	<b>\$19,679,000</b>	<b>\$20,748,520</b>	<b>\$20,083,583</b>

## 2.3 Officer Safety

In 2018 Law Division staff submitted 45 claims regarding workplace accidents which show an increase of 150% from 2017. Most of this increase is related to tick bites and strains. Not surprisingly, tick bites are the top claim submitted by officers. With the increased presence of tick-borne diseases in the state of Virginia, officers are realizing the importance of reporting suspicious bites. The work of conservation police officers is highly stressful and physically demanding, especially during an academy, oftentimes leading to strain-type injuries.

Claim Description	2017	2018
<b>Tick Bites</b>	7	22
<b>Strains</b>	5	16
<b>Animal Bites</b>	3	1
<b>Punctures/Abrasions</b>	2	3
<b>Allergic Reactions</b>	1	2
<b>Other</b>	0	1
<b>TOTAL</b>	<b>18</b>	<b>45</b>



## 2.4 Joint Effort by Conservation Agencies

The Virginia Department of Game and Inland Fisheries (DGIF) and the Virginia Department of Conservation and Recreation (DCR) joined forces in 2018 to improve officer safety for their respective law enforcement officers while improving the efficiency and functionality of their communications, records, and mapping processes.

On May 29, 2018, DGIF began providing full law enforcement dispatch services to DCR's 100 fully sworn park rangers serving 37 Virginia State Parks and 63 Virginia Natural Area Preserves. DGIF currently provides these services to their nearly 200 fully sworn conservation police officers, and other agency employees, stationed across the entire Commonwealth. In 2018, the DGIF communications center, which operates 24/7/365, handled 48,442 calls for service.

Major Bryan Young, Assistant Chief of DGIF's Law Enforcement stated, "We are excited about this new opportunity to increase the safety of our conservation police officers and DCR's park rangers. Our law enforcement staffs have historically worked very well together on many joint projects, and there is no doubt that this will be no different. We look forward to continuing to work together to improve our efficiencies to better serve our constituents."

By providing a centralized dispatch service, this was the first time DCR's law enforcement staff was under one dispatch umbrella. The move ensured there were dedicated dispatchers managing all communications, monitoring the locations of officers, and handling all calls for law enforcement service for park rangers. This new joint operation allowed conservation police officers and park rangers to monitor each other's radio traffic to maximize officer response times to urgent and emergency situations

"This is the way state government should work. DGIF and DCR serve similar areas. Now we are combining our efforts in a smart way. This joint operation will provide the best service to the citizens of the Commonwealth of Virginia and guests who visit Virginia State Parks and Natural Area Preserves," said Virginia State Parks Chief of Law Enforcement and Public Safety, Dave Summers. "Communication across all officers will be consistent, and it will increase officer safety. We are honored to be working with DGIF on this operation."

Both agencies selected a complete Zuercher Suite software system





for Computer Aided Dispatch (CAD) and records. The new system includes Zuercher CAD, Records, Mobile CAD, Mobile Records, Mapping and much more. This system was designed for agencies similar to DGIF and DCR where officers may need to contribute data or access related files. Employees of both agencies have access to all types of information, including warrants, case files, calls for service data, and past summons and warning history, even though officers may work miles from the closest regional office. Officers work more efficiently and respond to dispatch calls with full situational awareness, helping them keep the public and themselves safe.

### 3.0 Office of Professional Standards

The Office of Professional Standards (O.P.S.) was officially established on September 10, 2017 within the Law Enforcement Division of the Virginia Department of Game and Inland Fisheries. O.P.S. is primarily responsible for the essential functions of Recruitment, Training, and Internal Affairs. The O.P.S. mission is to utilize the best law enforcement practices combined with risk management principles in order to provide the highest level of quality service and public trust.

On February 1, 2018, the O.P.S. Advisory Council was created in order to assist in this new initiative.

#### O.P.S. Advisory Council

The mission of the Office of Professional Standards (O.P.S.) is to utilize the best law enforcement practices, combined with risk management principles, in order to provide the highest level of quality service and public trust. To assist in this endeavor, the primary purpose of the O.P.S. Advisory Council is to promote and set the example in terms of our "Professional Standards Creed" within the Law Enforcement Division of the Virginia Department of Game and Inland Fisheries.

The O.P.S. Advisory Council will consist of a nine-member team, which provides guidance and insight over recruitment/retention, training and internal affairs. This council will make recommendations to senior leadership using best practices of successful police operations. In addition, the council will use acceptable standards to consistently measure our public service delivery system, and oversee a collaborative effort to address effectiveness issues and liability concerns, which require corrective action using available agency staff and resources.

##### O.P.S. Advisory Council Duties and Responsibilities:

- 1) Establish working relationships with other well-respected law enforcement agencies
- 2) Research and stay up-to-date on new law enforcement trends and case law
- 3) Market and showcase the uniqueness of our law enforcement profession
- 4) Seek-out constructive citizen and staff feedback and build teams to enhance operations
- 5) Provide a database and facilitate those projects related to professional standards
- 6) Maintain separate Professional Standards Message Boards for the public and employees
- 7) Accept nominations and approve recommendations for the O.P.S. Challenge Coins

*"There are obligations to treat staff fairly and to be seen as an employer of choice, thus the highest standards must be applied to internal processes as well."*

Directorate of Professional Standards, London's Metropolitan Police Service

#### O.P.S. Advisory Council

Owen Bullard

John Cobb

Jason Culbertson

Greg Funkhouser

Randy Hickman

Travis Murray

Ryan Shuler

Jamie Slaughter

Ronnie Warren

The primary purpose of the O.P.S. Advisory Council is to promote and set the example in terms of a “Professional Standards Creed”. The DGIF Law Enforcement Division has this two-part creed regarding professional standards. Virginia Conservation Police Officers and law enforcement staff in the agency are expected to perform their public service with ethical core values. Management is obligated to utilize best practices as their professional benchmark.

### **PROFESSIONAL STANDARDS CREED**

#### **CORE VALUES = Ethical Behavior and Code of Conduct:**

- I. Act with integrity
- II. Render a high standard of public service
- III. Perform in a way that promotes trust in our profession
- IV. Treat others impartially with dignity and respect
- V. Take responsibility for one’s actions



#### **PROFESSIONAL CRITERIA = Best Practices**

##### **Management Model:**

- I. Create a diverse and cohesive team environment to fulfill our agency mission
- II. Provide both the strategic direction and the necessary tools to be successful
- III. Follow accepted standards to measure our public service delivery system
- IV. Employ proactive and collaborative efforts to enhance effectiveness and reduce risk
- V. Communicate and implement change in a positive and constructive manner

The Office of Professional Standards (O.P.S.) with the guidance of the O.P.S. Advisory Council identified a need to market and showcase the unique differences between a Conservation Police Officer (CPO) compared with other law enforcement officers. In addition, it became evident management would benefit, especially from constructive employee suggestions and additional citizen feedback in order to build upon and enhance our reputation and public trust.

**Go to our Professional Standards Webpage at: [dgif.virginia.gov/ops](http://dgif.virginia.gov/ops)**



Some of the O.P.S. initiatives and results during the first year include the following:

- Created and implemented a Professional Standards CREED for the officers and staff within the DGIF Law Enforcement Division.
  - Initiated selective interview process for Internal Affairs Investigators and required the successful completion of a related specific training school offered by the Virginia Internal Affairs Investigators Association and the Virginia Police Chiefs Foundation. Established an eight-member team of Internal Affairs Investigators; three of these investigators have received national certification as an IA Investigator/Supervisor through the Internal Affairs Institute of the Public Agency Training Council (PATC).
  - Held a Professional Standards Training Session for the entire Law Enforcement Division at the State Capitol on May 23 & 24, 2018. The keynote speaker was Retired Police Chief Timothy Longo, Sr., who provided additional instruction on constitutional law. We were also honored to have Chief Justice Donald Lemons, of the Supreme Court of Virginia, as the official conducting the swearing-in of officers from our 10<sup>th</sup> Modified Academy.
  - Established standardized Dispatcher/Office/Supervisor Handling SOPs for receiving CPO Commendations and Complaints from citizens, to include tracking numbers.
  - Created an opportunity for additional positive and negative Citizen Feedback, to include:  
Officer Commendations/Complaints and Law Enforcement Praise/Dissatisfaction
  - Developed and implemented a Citizen Feedback and Tracking System to include various handling protocols, training, and associated forms. In addition, created a Professional Standards Website [dgif.virginia.gov/ops](http://dgif.virginia.gov/ops) with citizen feedback workflows along with multiple types of handouts to present this new citizen feedback program to the public.
- ❖ **RESULT** - (Measuring Professionalism) - In just 7 months (5/25/2018 to 12/31/2018) through this "New Citizen Feedback System", Virginia Conservation Police Officers have collected from their efforts in the field:



**63 Positive (Commendations) : 3 Negative (Complaints) = 21:1 ratio**

- ❖ Tracking all types of feedback delivery sources (including letters, emails, voice messages, phone calls, etc.):

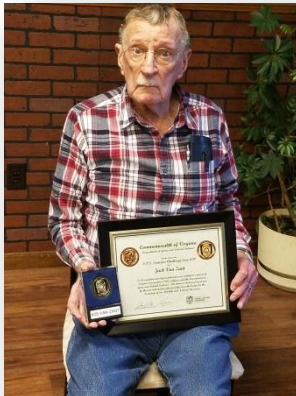
**85 Positive : 18 Negative = 5:1 ratio.**

- Established Employee Suggestion Program with a process for officers/staff to submit suggestions with the creation of teams to develop and implement worthwhile projects.

- ❖ **RESULT** - As of 12/31/2018, there have been **22** Projects and work teams created, which has led to the completion of **17** projects, using group creativity and innovation to build these employee initiatives.

- ❖ **91** Law Enforcement Officers and Staff (about half of our personnel) have participated as Team Members in this Employee Suggestion Program, with **13** of them taking on the responsibility as a Project Leader.

- Designed an exclusively numbered O.P.S. Protector Challenge Coin for constituent supporters of the DGIF Mission "Protect" Pillar along with a nomination process.



- ❖ Selected first round of **23** recipients, with each given an exclusively numbered coin and certificate.

- ❖ One recipient provided their feedback on the meaning of this recognition program:  
"The fact that the law enforcement organization is taking the time to single out citizens to say thanks left a significant positive impression with me and to those I told about it"

- Started GW/CPO Retiree Appreciation Program - Care Packages / Retiree Newsletters

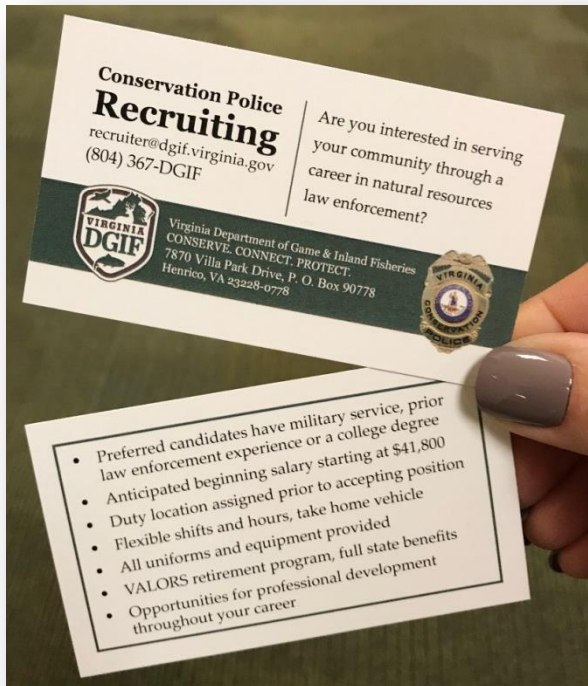
- ❖ After creating a new retiree contact database with years of service, mailed out **121** Retiree Packages, containing 14 items each. (Note: These retirees represented over **3,417 years of DGIF Service**, in comparison with our current greater number of 173 CPO's who have just 1,937 years of DGIF Service.





- Completed Accreditation Research and Recommendations Report and entered into an agreement with DCJS to begin the self-assessment phase of Virginia Law Enforcement Professional Standards Commission (VLEPSC) Accreditation process.

### 3.1 Recruitment



The 11th Basic Training Academy is tentatively scheduled to begin in February of 2021. The division will begin actively recruiting candidates for this class in early 2020. In the meantime, the recruiting team is keeping engaged with communities across Virginia. Sergeant Mike Hill and other officers have been participating in numerous career days, community events, and collegiate criminal justice programs. The division receives nearly 200 inquiries a week from individuals who are interested in pursuing a career in natural resource law enforcement. An informational card was developed to quickly provide answers to the most common questions the recruiters receive.

As police department 'Lip Sync' videos became popular with the public during the summer of 2018, Senior K-9 Officer Wayne Billhimer approached the DGIF media team with the idea to produce the first lip sync video in the nation featuring conservation police officers. 'Huntin' Fishin' Lovin' Everyday,' a popular song by Luke Bryan, was chosen for the soundtrack. It turned out to be the perfect choice to highlight DGIF and Virginia Conservation Police.

Officer Billhimer was joined in the video by Molly Billhimer, Major Scott Naff, Sgt. Rob Ham, Sgt. Steve Garvis, Officer Katiana Quarles, Senior Officer Richard Howald, Officer Jim Patrillo, Officer Beth McGuire, Kim McCarthy, Dispatchers Kevin Leonard and Katelyn Wright, and the 10th Basic CPO Academy. The project was completed in a little over two weeks—an amazing feat of teamwork!

With stunning scenery from the mountains to the sea, a humorous 'no fishing' segment, and even a 'decoy deer,' the DGIF Lip Sync video became a hit with the public and went viral on social media. Positive reviews and appreciative comments rolled in from the U.S. and many countries around the world.

DGIF's Lip Sync video racked up 3.4 million views on DGIF's Facebook channel, with over 89,000 shares. With more 'reach' than any previous DGIF marketing effort, the Lip Sync video introduced the work of Virginia CPOs to many new audiences. Congratulations to all who participated in making the video a success!



### 3.2 Basic and Modified Academy

In 2018, the Virginia Department of Game and Inland Fisheries Law Division conducted its 10th Basic and Modified Law Enforcement Academy: The Muskies. In 2004, DGIF undertook establishing its own academy in order to tailor the program to the specific needs of Conservation Police Officers. Their training program consists of DCJS requirements as well as courses designed to prepare them for careers in natural resource law enforcement. The academy is based at DGIF Headquarters in Henrico, but many courses are presented at various field locations throughout the Commonwealth. These officers learned how to operate patrol boats on Kerr Reservoir in Mecklenburg County, and how to conduct hunting incident investigations at the Virginia Public Safety Training Center in Hanover County. After their academy training was complete, each of them successfully completed Field Training with an experienced officer.





10<sup>TH</sup> MODIFIED ACADEMY GRADUATION – May 24, 2018



10<sup>TH</sup> BASIC ACADEMY GRADUATION – September 7, 2018



The 17 officers in the Basic Academy completed an intensive training program that ran for 26 weeks. The 6 previously sworn officers of the Modified Academy completed 11 weeks of training where they learned those skills that are specific to Conservation Police Officers. The Basic Academy graduated on September 7, 2018 and the Modified Academy graduated on May 24, 2018.

### 3.3 Officer In-Service Training

January of 2018, the first Introduction to Supervision Class was conducted at the Academy. This class was held for the 10 CPO's who were promoted to the position of sergeant or lieutenant. The 30 hour training included the following: division updates, Spanish for law enforcement, evaluations, employee work profiles (EWPs), handling demeanor complaints, media relations, handling workplace conflict, reports for supervisors, liability and constitutional law, supervisor round table.

March of 2018, the bi-annual officer In-service was held. CPO's attended one of the four sessions of In-service that were offered which included 24 hours of training. The following topics were covered: Spanish for law enforcement, fentanyl, boat fraud and theft, annual firearms qualification, Zuercher updates, and advanced search and seizure.

May of 2018, Professional Standards In-service was held at the state capital. All of the division's officers attended the session together. This was the first time in over 20 years all of our officers have been assembled at one time. Four hours of Constitutional Law was provided by Timothy Longo, Retired Chief of Charlottesville Police Department.

Later in the year, driver training was conducted at various locations around the state. In this training, CPO's learned how to safely operate UTV's.





Training in Zuercher, our new CAD and record management system, was provided in August to all officers in the Agency as well as park rangers with Virginia Department of Conservation and Recreation. This training was held at DGIF headquarters and at Natural Bridge State Park.

A Field Training Officer Basic Class was also offered in August for 16 CPO's, preparing them to be FTOs for the 10<sup>th</sup> Academy graduates who entered the field in September.



Also in September, 17 officers attended our Advanced Tracking and Rural Operations Course. This course expanded on the basic tracking skills they learned while attending their basic training.

In October, an Exterior Response to Active Shooter Events (ERASE) class was held for CPOs in the field. This training prepares CPOs to effectively respond to active shooter events.

During 2018 the Firearms Cadre held Spring, Summer, and Fall firearms training sessions. These sessions fulfilled the DCJS qualification requirements and provided an opportunity for CPOs to hone their skills and remain proficient with their issued pistol and rifle.

## 4.0 Law Support Services

### 4.1 Communications Center

DGIF operates a 24 hour, 7 day a week Communications Center that provides support throughout the entire Commonwealth, not only for the Law Division but all agency personnel. In 2018, DGIF employed 10 full time and 3 part time dispatchers. Beginning after Memorial Day of 2018, the

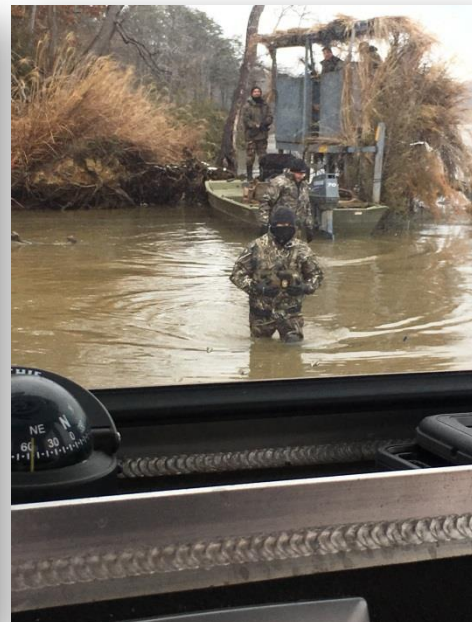


Communications Center became the holder of record and main dispatch center for the Department of Conservation and Recreation Rangers that patrol and enforce laws on all of the Commonwealth's state parks. In September of 2018, DGIF's Law Enforcement Division and DCR's Rangers switched to a new CAD (Computer Aided Dispatch) called "Zuercher." This upgrade has allowed for validation of addresses for officers to respond to, name records

to search back through for subject histories, and a quicker records and case development. In 2018 DGIF's Communications Center managed 48,442 calls for service (CFS). 2,170 of those calls originated through the Wildlife Crimeline. Twice a year the Virginia Sportsmen Reward committee reviews Crimeline reports to reward callers whose information resulted in a positive impact on the final disposition of the case. Officer patrols of the Commonwealth have continued to increase each year, especially with the addition of dispatching for park rangers. Other significant increases include abandoned boat reports and distress/overdue person related calls. Welcomed reductions were observed in stolen property, as well as nuisance wildlife type calls. With the increase in calls in general, these numbers will undoubtedly change in 2019.

Table 2: Dispatch Summary from 2014 to 2018

DESCRIPTION	2014	2015	2016	2017	2018
<b>Total CAD Calls For Service</b>	35,429	37,785	37,991	44,063	48,442
<b>Crimeline Reports</b>	2,620	3,666	4,058	4,136	2,170
<b>Environmental Issues/Fish Kills</b>	41	41	67	69	205
<b>Wildlife Nuisance/Permits/Injured related calls</b>	5,427	5712	6,979	6,566	5,932
<b>CPO/Ranger Patrols</b>	16,003	18,189	17,255	20,968	21,106
<b>Hunt/Boat/Fish/Trapping Violation Type Calls</b>	6,663	7,440	6,883	7,084	6,414
<b>General Traffic Violations</b>	698	759	708	916	1,594
<b>DGIF Service Related Type Calls</b>	5,769	4,799	4,989	3,178	2,757
<b>Hunt Incident Reports</b>	31	21	21	17	31
<b>Boat Accident/Sinking/Drowning Reports</b>	100	123	135	126	100
<b>Distress/Overdue Hunters, Fishermen or Boaters</b>	92	79	96	98	149
<b>Accidents Involving DGIF Persons/Equipment</b>	16	12	11	17	22
<b>Criminal Investigations/Complaints</b>	372	535	577	419	620
<b>Stolen Property Reports/Investigations (Boat, other, etc.)</b>	129	111	119	130	101
<b>Abandoned or Recovered Boats</b>	88	148	151	149	220





## 4.2 Records Program

In 2018, Conservation Police switched its record management system for tracking crime data from Tritech's Inform RMS to Central Square Technologies' Zuercher Suite. This switch has facilitated a change within law enforcement from CAD-centric to case-centric reporting, creating a culture shock during launch. This software change vastly improved the officers' ability to use case management which was not possible in the old records system. Records containing offenses are submitted to the FBI through Virginia State Police using a National Incident Based Reporting System (NIBRS) report.



Other information managed by the Law Records Program includes contribution of wildlife revocations to the Interstate Wildlife Violator Compact (IWVC), boat revocations, contributions to the Naval Criminal Investigative Service's (NCIS) Law Enforcement Information Exchange (LInX) system, release of crime related reports through FOIA/subpoena requests and record retention.



### 4.2.1 Records Management System (RMS)

Conservation Police Officers began entering their own summonses using FBR in 2012 using Tritech Inform FBR. In September 2018, officers no longer used Inform FBR, but rather created their own cases using Zuercher. 2018 was a very difficult year for summary review because of the two different systems producing different types of data sets. Some information we gathered in the past could not be combined and has been removed from this year's report. In 2019, Law will have a complete years' worth of case information that will allow us to look at many case details, including those that have been dropped in 2018 as well as much more. Combining both sets of data from Tritech and Zuercher, officers created 5419 cases that resulted in 6814 arrests (Table 3)

**Table 3: Records Management System (RMS) Summary from 2014-2018**

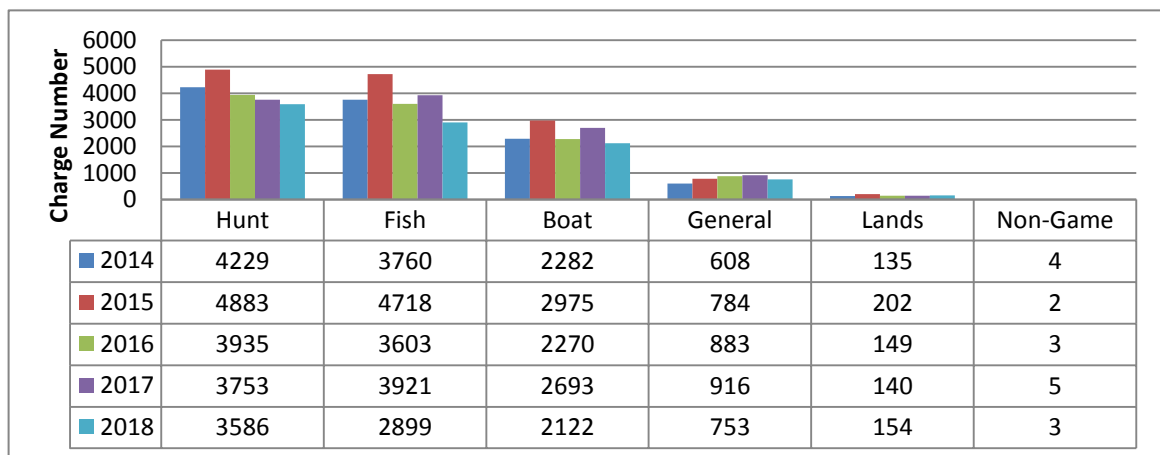
<b>RMS Summary</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>
<b>Case Reports</b>	<b>6445</b>	<b>8002</b>	<b>6228</b>	<b>6902</b>	<b>5419</b>
<b>Arrests</b>	<b>8104</b>	<b>9876</b>	<b>8058</b>	<b>8656</b>	<b>6814</b>



Cases are used to produce official police reports for subpoena and FOIA requests, as well as query the information for criminal analysis and past violation requests on subjects. Summarizing arrest charges within a case gives a view of the hunting, boating and fishing criminal activity that occurs across the Commonwealth. Figure 1 breaks down the arrest charges into the following major categories for the past three years: Hunt, Fish, Boat, General, DGIF Property, and Non-Game. In 2018 Conservation Police Officers arrested 6814 people resulting in a total of 9,517 charges being placed which are both decreases from 2017 (21% for people arrested and 18% for the number of charges filed). Looking at the charges by major category, the number for all but one of the major categories (DGIF Lands) decreased from 2017 to 2018. The most significant decrease was fishing (-28%) followed by boating (-22%). The hunting category only decreased 5%. Potential factors related to these decreases include timing of recruit entry

into the field, training of the recruits once they entered the field, academy instructor and field training officer (FTO) responsibilities, and enforcement directives from command staff. The basic academy began in March 2018 with the graduates entering the field in September. Once in the field, they were partnered up with a FTO for 3 months. Essentially, these new officers were not independently operating until January of 2019. Training responsibilities of field officers as instructors both during and after the academy influenced this decreasing trend, especially fishing and boating. With the academy running from March to September, the redirect of these officers' efforts from law enforcement to instructors occurred at the height of the fishing and boating season. Officers were also encouraged to use discretion when issuing tickets and to focus on career violators which required increased investigative efforts.

Figure 1: Arrest Charge Count by Major Category from 2014-2018







The statutes can also be arranged by subcategories based on relatedness such as trespassing, license, season, safety, etc. Charge data is detailed further into these minor categories in Table 4. Looking at 2014 to 2018, the most charges filed were related to fishing licenses each year. Charges related to boating safety and hunting season violations were the second and third highest categories. The most noteworthy increase from 2017 to 2018 was the increase in charges related to alcohol. Combining all three alcohol categories (hunting, driving and boating under the influence) resulted in a 37% increase. Of all the categories, the most notable increase of 76% in violations was the “driving under the influence” category. Other notable increases were the “safety – other” (67%) and “damage” (65%) categories. The safety category increase was pushed by hunting without blaze orange charges. The increase in damage appears to be related to damage to parks or refuge grounds. The most notable decrease was in the firearm category (-56%).



Table 4: RMS Arrest Charge Breakdown by Minor Category from 2014-2018

	2014	2015	2016	2017	2018
License - Fish	3030	3877	2892	3102	2359
Safety - Boat	1447	1867	1436	1791	1474
Season - Hunt	1633	1685	1491	1516	1397
License - Hunt	1504	1782	1402	1297	1274
Trespass	771	987	883	717	531
License - Boat	664	856	686	745	477
Traffic	173	186	252	299	391
Safety - Other	200	301	213	182	306
Season - Fish	228	293	277	362	254
Drugs - Marijuana	185	225	159	228	204
Littering	175	312	220	193	191
Firearm	334	426	374	364	159
Other	111	141	112	101	113
Alcohol - Other	189	190	99	146	106
Fraud	32	67	36	75	67
Drugs - Other	35	44	41	68	51
Alcohol - BUI	63	58	32	42	44
Alcohol - DUI	31	33	42	25	44
Damage	24	49	32	20	33
Elude/Impede	31	24	26	22	22
Larceny	18	19	26	28	14
Alcohol - HUI	N/A	N/A	N/A	N/A	4
Assault	2	9	2	4	2
Grand Total	11018	13564	10843	11428	9517





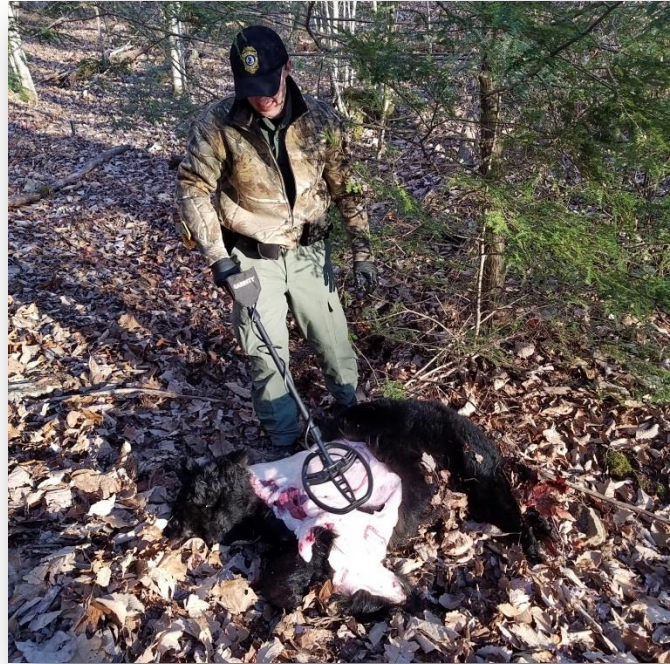
The top ten violations resulting in a summons being issued in 2018 are listed in Table 5. The top two violations have consistently held their rank since 2014. Fishing without a license, § 29.1-335(FRESH), is number one, and not having the appropriate personal flotation device (PFD) on a boat, Virginia Administrative Code 4VAC15-430-50, is number two. The third highest violation resulting in a summons being issued was trespassing, Virginia statute § 18.2-132.

**Table 5: Top 10 Arrest Charges Issued in 2018 by Conservation Police.**

RANK	CODE DESCRIPTION	CODE	2018
1	LICENSE: FISH W/O FRESHWATER LICENSE	29.1-335(FRESH)	1892
2	WATERCRAFT: PERSONAL FLOTATION DEVICES REQUIRED	4VAC15-430-30	824
3	TRESPASS	18.2-132	342
4	LICENSE: HUNT W/O BIG GAME LICENSE	29.1-335(BIG)	301
5	LICENSE: HUNT W/O LICENSE	29.1-335(HUNT)	261
6	HUNT OVER BAIT	29.1-521(4)	232
7	HUNTING: UNLAWFUL HUNT/POSSESS OF WILD ANIMAL	29.1-521	211
8	FISHING WITHOUT A SALTWATER LICENSE	28.2-302.1	177
9	DEPT OWNED, CONTROLLED, MANAGED LAND VIOLATION	4VAC15-40-280	174
10	LICENSE: FISH W/O STOCKED TROUT LICENSE	29.1-335(TROUT)	174



As a Virginia Law Enforcement Agency, DGIF participates in the National Incident Based Reporting System (NIBRS) program with the FBI. The state repository for this data is through Virginia State Police's (VSP) Incident Based Reporting Program (IBR). Each month DGIF submits crime data from RMS using the IBR format required by VSP which VSP publishes in the *Crime in Virginia* report every year based on Uniform Crime Report (UCR) codes. Table 6 lists DGIF's data from a UCR perspective similar to the *Crime in Virginia* Report. Based on the NIBRS system, most of what Conservation Police Officers enforce falls under the UCR code 90Z, All Other Offenses (7,558 offenses in 2018). Due to the ambiguity of the 90Z designation which can include anything from illegal possession of wildlife to not having a fire extinguisher on a boat, the Law Division created the major and minor categories used previously to help focus on DGIF's mission and goals. The top five UCR codes used in 2018 by Conservation Police Officers are 90Z/All Other Offenses (79%), 90J/Trespass (6%), NR/Non Reportable (6%), 520/Weapons Violation (3%) and 35A/Drug Offense (3%). The FBI Groups the codes into two categories: Group A (more serious) and Group B (less serious). Comparing just Group A offenses issued by Conservation Police Officers, 46% were 520/Weapons Violations and 36% were 35A/Drug Offenses.



**Table 6: DGIF Arrest Charge Summary by UCR Code from 2014-2018**

GROUP	CODE	UCR DESCRIPTION	2014	2015	2016	2017	2018
A	09B	MANSLAUGHTER BY NEGLIGENCE	1		1		
A	13A	AGGRAVATED ASSAULT	4	4	1	1	2
A	13B	SIMPLE ASSAULT	2	9	2	2	1
A	13C	INTIMIDATION	2	4	4	2	2
A	210	EXTORTION/BLACKMAIL				1	
A	220	BURGLARY/BREAKING AND ENTERING			3	1	
A	23C	SHOPLIFTING			1		1
A	23H	ALL OTHER LARCENY	13	16	22	25	12
A	240	MOTOR VEHICLE THEFT	1	2		3	1
A	250	FORGERY/COUNTERFEITING	3	5	5	14	15
A	26A	FALSE PRETENSE/SWINDLE/CONFIDENCE GAME	29	56	28	65	39
A	26B	CREDIT CARD FRAUD					1
A	26C	IMPERSONATION	8	7	9	8	12



GROUP	CODE	UCR DESCRIPTION	2014	2015	2016	2017	2018
A	270	EMBEZZLEMENT					1
A	280	STOLEN PROPERTY OFFENSES (RECEIVING, ETC.)	1	1	2		
A	290	DESTRUCTIVE/DAMAGE/VANDALISM OF PROPERTY	28	49	32	21	36
A	35A	DRUG/NARCOTIC VIOLATIONS	214	266	192	289	250
A	35B	DRUG EQUIPMENT VIOLATIONS	6	3	8	7	5
A	40A	PROSTITUTION	1				
A	40B	ASSISTING/PROMOTING PROSTITUTION	1				
A	520	WEAPON LAW VIOLATIONS	276	382	315	313	324
B	90B	CURFEW/LOITERING/VAGRANCY VIOLATIONS	11	4		7	1
B	90C	DISORDERLY CONDUCT	1	1			1
B	90D	DRIVING UNDER THE INFLUENCE	85	78	66	63	74
B	90E	DRUNKENNESS	9	15	6	13	11
B	90F	FAMILY OFFENSES , NONVIOLENT	5		1	5	1
B	90G	LIQUOR LAW VIOLATIONS	181	175	93	133	95
B	90J	TRESPASS OF REAL PROPERTY	764	980	878	709	524
B	90X	CONSPIRACY TO COMMIT FELONY	2				
B	90Z	ALL OTHER OFFENSES	8802	10842	8578	9051	7558
B	NR	NON REPORTABLE OFFENSES - PER DCJS/VSP	568	665	596	695	550

#### 4.2.2 Wildlife and Boat Revocations

On December 1, 2011, the Board of Wildlife Violator Compact Administrators accepted DGIF's application to become a member of the Interstate Wildlife Violator Compact (IWVC). DGIF has been contributing Virginia wildlife revocations into the IWVC database since 2014. Violators with revocations in other member states are considered revoked in Virginia and vice versa. Records staff regularly download IWVC data and combine it with the boat revocations to create a single database containing all revocation information. Table 7 lists the revocations entered into the system by year of entry and type of revocation (i.e. hunt, fish or boat). Also included are the total number of Virginia revocations entered and the number of other states' revocations that were ratified during that year. The number of revocations in Virginia have decreased (-13%) from 2017 to 2018 while the number of other state's revocations have increased (41%).



Table 7: Revocations Entered into the Revocations Database from 2014 to 2018

Revocations Entered	2014*	2015	2016	2017	2018
VA Hunt	748	110	113	94	93
VA Fish	33	7	1	4	2
VA Boat	144	22	12	22	9
Total VA Revocations	925	139	126	120	104
Other State Revocations Ratified	1818	4724	5287	5150	7246
<b>TOTAL REVOCATIONS</b>	<b>2743</b>	<b>4863</b>	<b>5413</b>	<b>5270</b>	<b>7350</b>

\*All historical active revocations were entered in the new database starting in 2014. Years 2015 to 2018 accurately depict the amount of revocations entered for the year.

#### 4.2.3 Law Enforcement Information Exchange (LInX)



In 2012, DGIF became a contributing member of the National Capital Region - Law Enforcement Information Exchange system (LInX) which was created by the Naval Criminal Investigative Service (NCIS) in 2003. LInX provides participating law enforcement partner agencies with secure access to regional crime and incident data enabling investigators to search across jurisdictional boundaries to help solve crimes and resolve suspicious events. Every year member agencies must conduct an audit review on their own users for violations of the “Policy and Rules Agreement” signed by each user. At the end of 2018, DGIF had a total of 161 active user accounts out of 173 total users. Twenty accounts were randomly selected to be reviewed for inappropriate searches or other misuse. DGIF’s audit review was approved by the LInX Oversight Committee on 2/26/2019.

Many different record types can be submitted to LInX from bookings to mugshots. DGIF contributes arrest, CAD, citation (written warnings), field interview, and incident records. In 2018 DGIF contributed 11,834 different event records to LInX (Table 8) and over 13,704 narratives.



Table 8: Number of DGIF Records Submitted to LInX from 2014 to 2018

DGIF Records Submitted to LInX	2014	2015	2016	2017	2018
Arrest	7914	9818	7783	8528	5033
CAD	9025	10360	9587	10003	6008
Citation/Written Warnings	404	318	427	379	372
Field Interview	41	18	13	6	8
Incident	670	744	661	762	413
All Event Types	18054	21258	18471	19678	11834
Narratives	20679	24205	20938	22139	13704

### 4.3 Information Technology (IT)

Late in 2016, IT and other Law Administration staff began the investigatory process for a new Public Safety Software Suite which culminated in the purchase of Zuercher Pro Suite owned by Central Square Technologies. The contract was finalized and signed in October 2017 and the Go Live date was September 5, 2018. The dispatching partnership established with Department of Conservation and Recreation (DCR) in May 2018 continued to expand with their purchase of Zuercher Pro Suite shortly after DGIF. Both agencies reside in the same system as two different jurisdictions. The communications center dispatches for both jurisdictions, but the records management aspect is separated through permission assignments. IT staff spent most of 2018 configuring the system for both agencies.



A small committee comprised of IT, Administrative and Sworn staff created a two day training course for the launch of Zuercher statewide. Both agencies went live statewide on September 5<sup>th</sup> which created a logistically complicated training schedule. The first training push was the train the trainer portion which included training 25 instructors from both DGIF and DCR in July 2018. These trainers then instructed the remaining sworn staff during the month of August. Both DGIF's Richmond HQ and DCR's Natural Bridge HQ were locations for the concurrent training sessions with overlapping two day courses.

Since September 5, 2018, IT has been fine tuning the Zuercher processes and working with Central Square Technologies on completing the data conversion process. A fifth monitor was added to each dispatch station to accommodate the mapping portion of Zuercher CAD.

## 4.4 Fleet and Asset Management

Our fleet and asset team had a very busy 2018. The following list describes some of the highlights:

- **VEHICLE HIGHLIGHTS:**

Vehicles in Law Enforcement fleet:	210 (229 minus 19 in surplus status)
Average vehicle age of fleet:	2014 Model
Average mileage on fleet:	83,547
Total miles on fleet:	19,132,358

- Coordinated with Virginia State Police (VSP) in the decommissioning of surplus vehicles and initiated internal decommissioning of selected vehicles.
- Initiated internal maintenance of parts salvage to replace broken parts on law enforcement fleet vehicles with parts from surplus vehicles to provide cost reduction for the department.
- Increased participation in User Agency Requirements Committee (UARC) meetings to strengthen knowledge of VSP functions.
- Initiated verification of DGIF law enforcement vehicle assets and reconciliation with VSP Sunflower Asset System.
- Initiated verification of VSP Network Operations Center (NOC) alias records with DGIF active aliases to correct VSP records.
- Completed VSP Phase 4 DVRS replacement and ensured that all LE vehicles were upgraded on time.
- Initiated preparation support for accounting asset personnel on vehicles for surplus to facilitate the process.
- Coordinated the purchase of 23 new vehicles for LE.
- Composed justification letters for new vehicle purchases and sole source vendor approvals.
- Researched, purchased and coordinated the installation of LE equipment in several new boats.







- Researched , purchased and coordinated the installation of law enforcement equipment for new vehicles to include the following:
  - Coordinated shift of installation workload from VSP shop to local vendor.
  - Ford F150 and Dodge Durango Equipment Changes: specialty vault, brush guard, back rack, new lights/layout/controls
- Worked with Vehicle Team to determine needs and options for law enforcement vehicle equipment and decals.
- Coordinated vendor demonstrations of law enforcement equipment for vehicle team evaluation.
- Identified, prepared, and issued 23 vehicles for the 10<sup>th</sup> Basic Academy.
- Coordinated LE vehicles and boats for public events such as the State Fair.



## 5.0 Specialty Teams



### 5.1 K9 Team

The primary purpose of the Canine (K9) Program is to further the mission of the agency by providing a specifically trained scent discrimination canine team to assist law enforcement personnel in tracking violators, detecting concealed wildlife and firearms, and conducting area searches for evidence recovery. Additionally, high visibility patrols will act to deter potential violations. A secondary purpose of the K9 Program is education and deterrence through K9 demonstrations and presentations for schools, interested groups, and the media. By providing resource management information during K9 demonstrations and presentations, a sense of wildlife resource stewardship is developed, and the agency has a renewed recognition for the great work it does. K9 units will also assist other enforcement agencies by tracking, recovering evidence at crime scenes, and locating missing or lost persons when requested and when available.

2018 was a busy year for the DGIF K9 Unit. CPO James Patrillo and K9 Bailey, and CPO Richard Howald and K9 Sky attended the K9 Academy from January until May, while CPO Frank Spuchesi was promoted to District Sergeant and K9 Comet was retired. A review of the program then took place and 2 new handlers were selected for the team. CPO Glenn Cramer and CPO Mark VanDyke joined



the team in late summer and completed searches for their new K9 partners. Due to generous donations from DGIF constituents, we were able to purchase a German Short-haired Pointer for CPO Cramer and a Black Lab for Officer VanDyke. These two officers and their K9 partners began the K9 Academy in February of 2019. The following table contains summary information for K9 since 2014 and includes a snapshot of what these officers, along with CPO Wayne Billhimer and K9 Justice and CPO Wes Billings and K9 Josie, completed during 2018:

**Table 9: Summary for K-9 Activity from 2014 to 2018 (\*separation of uses and patrols starting 2018)**

DESCRIPTION	2014	2015	2016	2017	2018
<b>TOTAL USES</b>	159	154	76	127	267
<b>TOTAL PATROLS</b>	*	*	*	*	182
<b>PUBLIC APPEARANCE</b>	57	42	33	60	85
<b>TRACKS</b>	45	78	64	52	63
<b>WILDLIFE DETECTION</b>	28	29	26	21	28
<b>AREA SEARCH</b>	38	87	51	42	51
<b>NONSPECIFIC USE</b>	16	21	16	35	40





## 5.2 Boat Fraud and Theft Investigations

In 2017, the Law Division recognized an increasing need in the enforcement of boat fraud and theft laws. Special Agent Jim Croft, as part of the Special Operations Unit, had historically been tasked with investigating stolen boats. The cases he was becoming involved in and the information he was receiving, indicated that he was going to need assistance to be able to effectively address these issues across the state. The decision was

made to assign two officers each year to work with him for a period of one year. This would not only give him needed assistance, but provide a set of new skills and investigatory knowledge to the assisting officers so they could continue to identify and investigate boat fraud and theft cases in their respective areas after the completion of their assignment. This would also allow the division to determine if, in fact, the need was great enough to consider a permanent increase in the number of investigators. Through 2017 and 2018, four officers have participated and have been involved in significant cases and taken the law division's response to these types of crimes to a new level. This unit has proven to be very successful. The following is a snapshot of what has been accomplished by this team:

DESCRIPTION	2017	2018
CASES DEVELOPED	143	114
FELONY CHARGES	51	11
MISDEMEANOR CHARGES	49	55
WARNINGS	30	7
SEARCH WARRANTS	19	12
RECOVERED BOATS	12	11
RECOVERED TRAILERS	7	5
CAMPER RECOVERED	0	1
IMPACT ON LOCAL TAXATION	\$83,000	\$90,000
TOTAL VALUE OF RECOVERED PROPERTY	N/A	\$241,000

## 5.3 Tracking Team

The DGIF tracking program has continued to progress over the past year. Tracking continues to be one of the most popular courses in the DGIF Basic Academy. The tracking instructors receive excellent evaluations from the classes. In response to several requests, the tracking training cadre has taught agencies near Pulaski and Bristol this year and will be planning more training sessions in the future.







In 2018, DGIF tracking teams added 20 Conservation Police Officers and currently holds 43 dedicated Officers who have taken on this extra responsibility in addition to their normal duties. Virginia Conservation Police Officers reported several instances in which visual tracking assisted them in their duties. The following incidents are examples of cases that utilized visual tracking and tracking teams from 2018.

- The Region 4 tracking team assisted in a joint operation with the Fairfax County Sheriff's Office and the Warren County Sheriff's Office tracking team in effort to locate a suspect wanted for breaking and entering in the area of the Thompson Wildlife Management Area.
- The Region 3 tracking team members assisted Grayson and Carrol County Law Enforcement in the apprehension of an armed suspect wanted for attempted murder. The Conservation Officers received commendation from Grayson County for their efforts.
- Virginia Conservation Officers were on patrol in Region 1 when they heard a gunshot nearby. A CPO was able to find a blood trail and tracked to the site of a dead deer. The Officers utilized the K9 unit to locate additional evidence. The K9 led Officers to a parking area, where Officers determined that the suspect had recently left the scene. After locating the suspect, Officers determined several game violations had taken place including trespassing to hunt, hunting during a closed season, and hunting without licenses.

## 5.4 Honor Guard

In May 2018, the division held its first all division meeting in downtown Richmond in the Pocahontas building. This building is currently home to the Virginia General Assembly while the General Assembly building is taking on renovations. To open this historic meeting, the newly formed Conservation Police Honor Guard posted and retrieved colors for the first time as a unit. This activity was symbolic in many ways, from the new beginning of the team, to the new way forward for the division. Since its symbolic inception in May 2018, the Honor





Guard has been busier than most would ever have imagined. Over the last year the unit has posted and retrieved colors at the academy graduation, represented the agency at funerals of law enforcement officers killed in the line of duty across the mid-Atlantic, and presented flags to various families in memoriam and appreciation of their loved one's service to the Commonwealth.

In order to ensure the unit is prepared for all assignments they have instituted a fairly rigorous training schedule and have taken their training very serious. The unit trains together at least quarterly and have utilized venues such as private gymnasiums, an armory, and three separate funeral homes. They have built solid relationships with supporters across the state such as funeral home directors that have given them very beneficial information, taught them common

customs, and even participated in their training. The unit has put together a myriad of specialized equipment such as flags, poles, stands, uniform attire, and other miscellaneous necessary equipment that have all proven vital in many different applications. Finally, the Honor Guard worked with Flora Funeral Service in Franklin County, along with the Batesville Casket Company, to take possession of a donated casket to ensure their training is as realistic as absolutely possible.

The Honor Guard has established its own general order. This general order has continuously been reviewed and edited to ensure the unit and other agency staff understands their purpose and intent. A portion of the general order reads..." the Honor Guard's primary function is to convey the respect and concern of the Virginia Department of Game and Inland Fisheries, and to provide added dignity to the family of the deceased. It is the purpose of the DGIF Law Enforcement Division to establish and maintain an Honor Guard to represent DGIF and the division, as a well-trained unit, to render honors, preserve traditions, promote esprit-de-corps, and instill pride. The unit will assist headquarters staff with funeral planning for Virginia Conservation Police Officers killed in the line of duty, for active duty officers who die outside the line of duty, and retirees. At the request of headquarters, the Honor Guard will serve as department representation at the funerals of Virginia law enforcement officers and conservation police officers from other states killed in the line of duty. The Honor Guard shall participate in ceremonies, events, or other functions as directed by the Colonel or his designee."





## 6.0 Officer Outreach

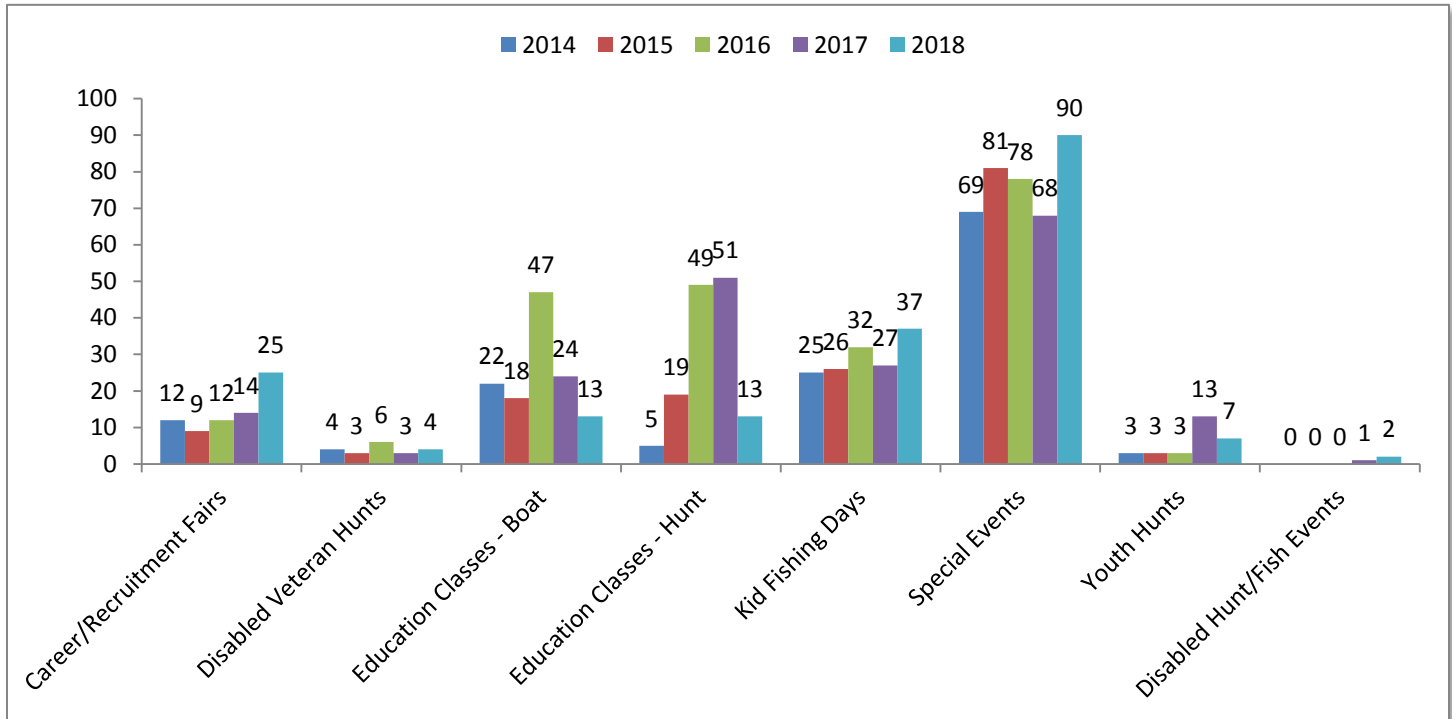


When Conservation Police Officers are not spending their time protecting the Commonwealth's natural resources, you can find them involved in their communities across the state. CPOs support special events such as sportsman shows, wild game dinners, DARE programs, town hall meetings, fireworks shows, county fairs, Ruritan Clubs, and river festivals just to name a few. You can also find them supporting kid's fishing days, youth hunts, disabled veteran/wounded warrior hunts, career fairs, and all kinds of education events such as boater and hunter education courses. In 2018, CPOs participated in 191 outreach events. Specifically they assisted in 90 special events, 4 disabled veteran hunts, 2 non-veteran disabled events, 13 boat education courses, 13 hunt education courses, 37 kids fishing days, 7 youth hunts and 25 career/recruitment fairs.

Figure 2 displays the outreach effort of Conservation Police from 2014 to 2018. Even with the demands of training new recruits, field officers managed to increase their outreach efforts in 2018 in career fairs, disabled veteran hunts, kid fishing days, special events and handicap hunt/fish. The most significant increase was a 79% increase in career/recruitment fairs. The downward trend of officers assisting with hunter and boater education courses continued with a significant decrease in both areas. With the big push for the final age range (50 and above) to have a boater safety course in 2016, the number of courses offered has greatly reduced. In 2008, 57% out of a total of 6,735 students were taught in a classroom. In 2017, the percentage taught in classrooms was 14% out of a total 33,541 students. Therefore officers have less opportunity to support education in a classroom setting due to the advances in technology, primarily through the offering of online courses.



Figure 2: Conservation Outreach Effort from 2014 to 2018



## 7.0 Awards and Recognition

### 7.1 National Wildlife Turkey Federation Officer of the Year Award

Senior K9 Officer Wes Billings and his K9 partner Josie were recognized as Conservation Police Officer of the Year by the Virginia National Wild Turkey Federation State Chapter. They were recognized at the Virginia National Wild Turkey State Chapter's Leadership Banquet in Roanoke. They were honored at the NWTF National Convention held in Nashville, TN on Feb. 16, 2019. In the photo to the right pay particular attention to the dog tag at the bottom of the plaque that Josie will be able to wear with her badge. This is the first time we have had one of our K9's recognized as an officer of the year.





## 7.2 Officer of the Year

Officer Mark Shaw was selected for the prestigious honor of Virginia Conservation Police Officer of the Year for 2018. Since beginning his career as a Conservation Police Officer in 2011, Officer Mark Shaw has fully embraced DGIF's mission of Conserving, Connecting, and Protecting the Commonwealth's natural resources and its citizens.

Officer Shaw has been assigned in both Central and Southwest Virginia and has excelled in both of these diverse work areas. He is currently assigned to Craig County. His dedication and professionalism along with his efforts in serving his community have led to numerous recognitions and awards which include: Mothers Against Drunk Driving Award (2014), Region 1 Boating Officer of the Year (2015), Region 3 Boating Officer of the Year (2016), NASBLA State Boating Officer of the Year (2016), Fort Lee Volunteer of Excellence Award (2016), and the DGIF Life Saving Award (2016).



Officer Shaw is a DCJS certified Instructor, Arson Investigator, and EMT. In addition, he instructs the Agency's Complimentary Work Force in identifying and issuing damage permits for nuisance wildlife. In 2018, Officer Shaw participated in multiple newspaper and television public service campaigns, initiated or responded to 560 calls for service, made 118 arrests, and participated in 26 educational events including both hunter education and boating safety education courses. He also received seven commendations through our Office of Professional Standards.

"Mark is an avid hunter and angler and uses his knowledge and passion for the outdoors to not only aid him in his enforcement efforts, but to educate those he encounters while afield," says Major Scott Naff, DGIF's Assistant Chief of Operations. Major Naff continued, saying, "Mark's ability to find commonalities with those he meets and the enthusiasm he demonstrates leaves lasting impressions."

A recent acclamation proves Major Naff's remark. "I have worked as a Magistrate Judge in Huntington, West Virginia for the last 15 years. In that time, I have encountered hundreds of law enforcement officials and presided over their cases. Officer Shaw stands out to be one of the best I have encountered in all my years as a Judge. I would recommend he be considered immediately for a promotion to a position to train other officers in how to approach and speak to the public."

Officer Shaw's dedication and integrity along with his passion and enthusiasm for the outdoors and the community he serves makes him a model conservation police officer and invaluable asset to the Commonwealth.

Each of the regions nominated outstanding officers and all of these officers deserve recognition and applause for their accomplishments. These nominees were: Region I - Officer Chris Gilmore, Region II - Senior Officer Brandon Harris, and Region IV - Officer Owen Heine.

### 7.3 NASBLA Officer of the Year



Department of Game and Inland Fisheries (DGIF) Conservation Police Officer Joe Rollings was selected for The National Association of State Boating Law Administrators' (NASBLA) Butch Potts Memorial Award, also known as the Boating Officer of the Year for 2018.

Officer Rollings is a highly dedicated officer who places a significant emphasis on the enforcement of the Commonwealth's boating laws and regulations. He takes great pride protecting lives of the citizens of the Commonwealth and the boating public through vigorous efforts to detect and apprehend anyone boating under the influence of alcohol or drugs. In addition, he is very active in the Agency's boating safety and education outreach efforts, and enjoys educating the young boaters of the future.

"Officer Rollings is an outstanding officer and strives for excellence in all he does. His care for the boating public is reflected in his boating safety outreach efforts as well as his determination to remove impaired and reckless operators from Virginia's waters," said Major Scott Naff, the Assistant Chief of Operations for Virginia's Conservation Police.



Officer Rollings has served the boating community of the Middle Peninsula since 2011 and has recently transferred to Surry County. Throughout the year, Officer Rollings spent a considerable amount of his patrol efforts on the water. He led his district in arresting violators and was nominated for the MADD (Mothers Against Drunk Driving) Award for the Northern Neck area.

In April of 2018, Rollings, along with a fellow CPO, played a vital role in the rescue of a woman who overturned her canoe in cold-water conditions. Fortunately, they were able to act quickly and the officers were able to rescue the woman and transport her to an awaiting ambulance. Due to Officer Rollings level of preparation and quick response, the woman was treated for hypothermia and released.

NASBLA is a national nonprofit organization that works to develop public policy for recreational boating safety.

This selection process was highly competitive and choosing one officer from the four outstanding candidates was a challenging decision for the panel. All four nominees are accomplished officers that have exceptional talents and abilities in the areas of boating law enforcement and boating education. Joe's fellow nominees were the following: Region II - Senior Officer Michael Morris, Region III - Officer Tyler Sheets, and Region IV - Officer Daniel Newton.

### 7.3 Louisa County Crime Solvers Officers of the Year

On January 15, 2019, Louisa County Crime Solvers, Inc. held their annual Law Enforcement Officer of the Year breakfast. During the breakfast, DGIF Officers Katiana Quarles and Daniel Eller received the Officer(s) of the Year Award. Officer Eller was on duty and unable to attend but both Officers were surprised and humbled by the recognition.

On July 21, 2018, Officers Quarles and Eller were patrolling Lake Anna and responded to a call about a few people missing from their boat. Upon arrival, the Officers observed several people in the water attempting to dislodge a grounded boat. As weather conditions quickly deteriorated, one individual began struggling and Officer Quarles entered the water in an attempt to rescue him. During the rescue, two others jumped from the boat into the almost unbearably cold water attempting to assist Officer Quarles. Officer Eller positioned the patrol boat to help two of them while the third man responded to Officer Quarles lifesaving efforts and began breathing. The three victims were pulled into the patrol boat and returned to shore.



The selfless, quick actions of Officer Quarles and Eller resulted in three lives being saved that day. Conservation Police Officers and Officers in general, spend each day protecting the citizens of the Commonwealth and beyond. They are not thinking about what is best for them and in this situation, it is perfectly clear that our Officers had one thing on their minds: saving the lives of people just out for an afternoon boat ride.

## 7.4 Years of Service 2018

At the end of 2018, the Law Enforcement Division had 186 full-time employees. Figure 4 shows a five year incremental breakdown of how long these employees have been with DGIF. A total of 17 officers are over 50 years old and have over 25 years of service making them eligible for full retirement at any time. Table 10 lists the names of the Law Enforcement personnel that have reached years of service milestones in 2018.



Figure 3: Years of Service as of December 31, 2018, for Law Enforcement Personnel in Five Year Increments

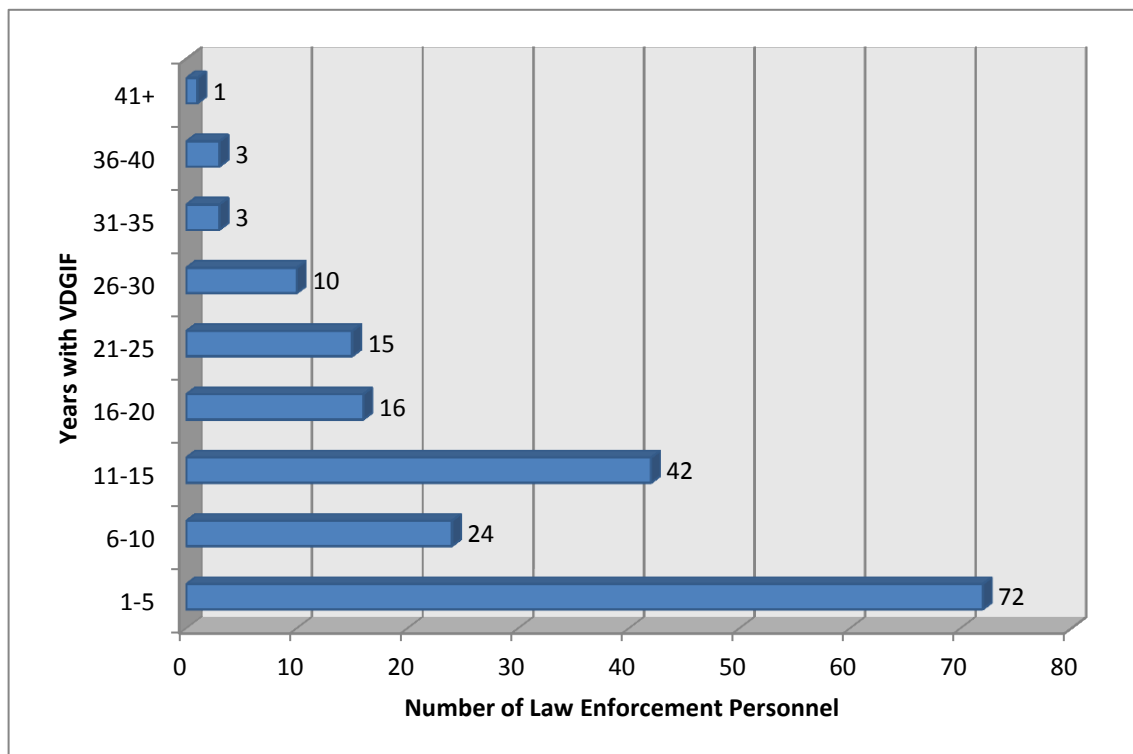




Table 10: Law Enforcement Personnel Years of Service Milestones in 2018

5 YEARS	10 YEARS	15 YEARS	20 YEARS	30 YEARS	40 YEARS
CPO Matthew Cavazos	CPO Mark Brewer	LT Jason Culbertson	CPO Wes Billings	Special Agent 091	Virginia Jessee, Admin
CPO Alan Hatmaker	CPO Dan Corley	CPO Gavin Fariss	SGT Rich Goszka	SGT Daniel Hall	
CPO David Hennaman	CPO Chance Dobbs	SGT James Hale	CPO Greg Hall	SGT Carl Martin	
CPO Daniel Hyman	CPO Chris Heberling	SGT John Koloda	Special Agent 093	CPT Chris Thomas	
Kim McCarthy, Admin	CPO Andrew Howald	CPO Daniel Ross	SGT Frank Spuchesi	LT Ronald Warren	
CPO Michael Owens	SGT Ivan Kopelove	CPO George Shupe	MJR Bryan Young		
	Bill Martin, Dispatch				
	CPO David Peake				
	CPO Matthew Sandy				
	CPO Austin Wakefield				
	Debbie Wilmoth, Dispatcher				

## 7.5 Retirees



Senior Officer Kenny Skinner  
46.5 Years of Service  
(1972 Class Picture)

Since January 2018, Law Division has seen the retirements of Sgt. Tim Worrell (20 years of service), Special Agent 092 (18 years of service), Diane Davis (30 years of service), Senior Officer Kenny Skinner (46.5 years of service), and K9s Scout and Comet.



K9 Comet (left) and K9 Scout (below)





## IN MEMORIAM – RECENTLY FALLEN RETIREES

Captain Darrell Ferrell (2/27/2018, Age 89): He was born on January 9, 1929 and graduated from King George High School. Captain Ferrell had retired as a game warden from after 41 years of service. He attended courses in law enforcement at William & Mary College, University of Kentucky and the United States Coast Guard School. He taught the first hunter safety course in the State of Virginia at Stafford High School and was instrumental in coordinating the program statewide. After retiring from the State, he went to work for the Department of Army at Fort A.P. Hill as a Federal Game Warden.



Captain Darrell Ferrell



Captain Donnie Miller

Captain Donnie Miller (9/29/2018, Age 85): He was born on January 12, 1933 in Staunton, Virginia. Donnie was a member of Valley Baptist Church. He served his country in the United States Air force from 1952-1956. He retired as a Captain from DGIF.

Sergeant Mel Johnson (12/26/2018, age 81): He was a proud Navy veteran, a former Game Warden, and a retiree of Virginia Power. Mel was a member of Swift Creek Baptist.



Sergeant Mel  
Johnson





Annual Report Prepared by  
Carol Lee S. Bell, Records Program Manager, Law Enforcement Division

*All photos in this report were contributed by DGIF staff*

Virginia Department of Game and Inland Fisheries  
Law Enforcement Division  
P.O. Box 90778  
Henrico, VA 23228

